

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after July 16, 2016, are as follows: Average increases of 24 cents (2.5 percent) for Level 1 and 31 cents (2.5 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase was effective the first day of the first pay period beginning on or after January 1, 2016.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY JOB TITLE</u>	<u>WEIGHTED MATCHES</u>	<u>AVERAGE</u>	<u>RANGE HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	472	10.16	20.56	7.25
CASHIER-CHECKER	179	8.95	13.74	7.25
CUSTOMER SERVICE ASST	106	9.64	15.92	7.25
OFFICE CASHIER	12	9.67	13.28	7.25
TELLER	91	13.81	19.54	10.00
RECREATION ATTENDANT	4	8.58	11.00	7.26
DESK CLERK	81	8.99	12.04	8.49
NF - 2				
HEAD SALES PERSON	98	12.34	16.73	8.50
STORE DETECTIVE	14	12.81	17.09	8.00
HEAD CUSTOMER SVC ASST	21	13.31	18.05	10.00
SECRETARY	9	12.79	17.78	10.20
ACCOUNTING TECHNICIAN	23	17.40	24.39	12.08
NF - 3				
DEPARTMENT MANAGER	86	15.91	22.17	11.50
EXECUTIVE SECRETARY	7	25.09	28.10	18.51
BOOKKEEPER	9	18.65	27.73	16.04

WAGE AREA : #112 Hampton/Newport News, VA
ORDER DATE : May 9, 2016
SURVEY : #031/032-57